



**F.Y.I.**

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## Risk Management Today

*Risk Management Today is a new series of articles designed to introduce the concepts of risk management and its place in the MDOC.*

A well developed risk management (RM) philosophy needs to be understood and embraced by all personnel. We immediately recognized that for RM to be effective we had to get all employees involved; they had to be able to understand and embrace it. To achieve this goal, we began by sending out surveys across the state to a number of MDOC employees of varying job classifications. In that survey we asked what you felt were some of the most prevalent risks in the department.

In addition, we traveled to a number of facilities and FOA offices discussing risk management with the staff at those locations and soliciting real concerns and feedback. Building on your feedback, the Office of Risk Management met with Director Patricia L. Caruso to discuss the concerns shared by department

employees. Five topics were selected as the first risks to assess:

- Prisoner Security Classification
- Sallyport Security
- Medical Transportation Runs (i.e., ambulance and MDOC transports)
- Prisoner Records – OMNI Conversion
- Crime Victim Notification

Prisoner security classification and sallyport security will be examined first. A diverse group of team members will be selected for each assessment. The team will break down the work process to its lowest

-see **RISK MANAGEMENT**, page 3

## Schedule Set for 2007 LETR Polar Plunges



It's almost time to "bear" the elements for a great cause! The 2007 round of Michigan Law Enforcement Torch Run (LETR) Polar Plunges to benefit Special Olympics Michigan (SOMI) will begin

soon, and you don't want to be left out!

Crazy costumes, frigid waters and brave souls are the combination that has raised thousands of dollars for SOMI in past years. Proceeds from the Polar Plunges support the year round sports training and athletic competition for over 15,200 athletes with intellectual disabilities.

Last year, Michigan LETR held seven plunges throughout the state, raising more than \$128,000. This year the events will be at 11 sites and the goal is to raise \$150,000. Here's the schedule:

-see **POLAR PLUNGE**,  
page 4

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# Professional Excellence Award Winners Recognized

*How about a round of applause for the following MDOC Professional Excellence Award winners? They're making a difference every day and positively impacting the people around them. Congratulations!*

## Cindy Dodds-Dugan



*(l.-r.): Cindy Dodds-Dugan receives her Professional Excellence Award from Warden Jeri-Ann Sherry.*

Cindy Dodds-Dugan, assistant business office manager of Chippewa/Straits Correctional Facilities, received the award for her continued dedication and professionalism during the consolidation of the business office operations at the Kinross area facilities.

Co-workers and supervisors describe Dodds-Dugan as "a person of high moral integrity, honesty and loyalty." She is also lauded for always being a positive role model with a "can do" attitude. Dodds-Dugan consistently listens to the concerns of others, allows them to discuss issues openly and helps lead them to resolution, characteristics of a true leader.

She began her career with the MDOC as a business manager's secretary and, through her determination, dedication and outstanding work ethic, was promoted all the way to Business Manager. Dodds-Dugan has worked in every facility in the Kinross Complex. She not only acquired skills through her increasing job responsibilities but she also continued her education, completing a master's degree in Business

-see **DODDS-DUGAN**, page 4

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## John Hession

MSI Factory Superintendent John Hession received the award after being nominated by his supervisor, Operations Manager Jim Best. Best nominated Hession for his continued professionalism and contributions to the betterment of MSI.

In a letter written by Director Patricia L. Caruso, the following kind words were expressed: "Your peers have lauded your willingness to take on new challenges, your emphasis on quality and your determination to bring that quality to an exceptional level. Specifically, you have taken on additional factory manufacturing tasks, such as inmate outerwear, without hesitation and have successfully managed the production of those products.

Another significant example of your willingness to take on new tasks for the improvement of MSI is the creation of a fire retardant mattress. With extensive effort and research, you designed a product that passes landmark testing (TB-603) and meets all

-see **HESSION**, page 4

*(l.-r.): John Hession receives his Professional Excellence Award from Supervisor James Best.*



## Off-Duty Officer a Life Saver

Congratulations to RCF Seargant Todd Barkley. He received the department's Lifesaving Award for his actions in assisting a traffic accident victim. The award was presented to Barkley by Warden Carmen Palmer and RPA Ray Wolfe at a ceremony at RCF.

Barkley (then Officer Barkley) was on his way to work at the Boyer Road Correctional Facility when he came upon a traffic accident on M-57. The accident involved a head-on collision between a minivan and a tractor trailer, leaving a woman trapped in the minivan. Rescue Unit #22 from Carson City and Montcalm County Ambulance Service were on the scene and requested Barkley's assistance in extricating the trapped victim.

Barkley is a member of the Rescue Unit #21, which also responded to the scene. He obtained gear from the rescue vehicle and assisted Rescue Responder Shane Grinell in using the "Jaws of Life" to open the van and remove the victim. The injured woman was immobilized with traction, placed on oxygen and transported to an awaiting AeroMed helicopter.

Barkley was nominated for this award by Boyer Road Shift Captain Fredeane Black. Since this nomination, he was promoted to sergeant at Riverside Correctional Facility.

## Put Your Best Face Forward!



It is our pleasure and privilege to share the great goings-on in your areas via FYI! Now, we're hoping to expand even more.

We'd like to include more stories about the things you do to make the MDOC better. Tell us about special programs, projects,

workshops, and other activities. Moreover, we want your story ideas. What would you like to see covered in FYI? This is your newsletter and we want to provide information that is most helpful to you; chances are if it effects your area, someone else in the state will appreciate the knowledge as well.

Also, thanks SO MUCH for the pictures you're sending us. We do need you, however, to be mindful of the format of the pictures. Please send either a .jpg or a .gif file (preferably a .jpg). It's the format the picture is in when you download it from a digital camera. Please do NOT paste the picture into a Word document before sending, simply attach the .jpg or .gif to the e-mail and voila! Also, please send the **full** names (first and last) and titles of the people who are in the pictures, from left to right. You're doing a wonderful job and we appreciate your help in publicizing that.

-Lori Farmer, Public Information Office



## Risk Management, *continued from page 1*

level, identifying what could go wrong with our procedure, analyze those risks and develop action plans for managing them. In this process it is important to think "outside the box." Proposed solutions need to tap into our employees' creative reservoirs. In this time of extreme budget crisis we need to come up with viable solutions, not just those that point at staffing levels and increased funding.

The Office of Risk Management encourages you to get involved. If you are not a team member and have information to be considered, please forward your comments to our e-mail address, [RiskManagement@michigan.gov](mailto:RiskManagement@michigan.gov).



## Polar Plunge, *continued from page 1*

- Feb. 10      **Whitmore Lake**, Wesley United Methodist Church  
**Grand Rapids**, Reed Lake  
**Muskegon**, Shoreline Inn/Rafferty's
- Feb. 11      **Lansing**, Hawk Island Park/Leo's Lodge
- Feb. 17      **Cheboygan**, Burt Lake/Hopple's Bar & Grill  
**Jackson**, Clark Lake/Eagle Point Marina
- Feb. 24      **Saginaw**, Haithco Recreation Park/Damon's Grill  
**Mt. Pleasant**, Rose Ponds  
**Belleville**, Belleville Moose Lodge
- March 10     **Detroit**, Belle Isle/Detroit Boating Club
- March 17     **U.P.**, Little Trout Lake/K.I. Sawyer Tail Winds Restaurant

If you'd like to register for a Polar Plunge, go to [www.somi.org](http://www.somi.org) or contact your worksite's LETR team captain. Registration is a minimum of \$50, with incentive gifts awarded based on the amount of money an individual raises. Prizes are awarded for creative costumes.



## Did You Know...

...that non-exempt policy directives are now on the department's web site? They can be accessed under "Publications & Information" on the left side of the home page or by "Quick Links" on the right side. The Office of Legal Affairs will also continue to maintain all of our policies, procedures, etc. on DAS for MDOC employees.

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## Dodds-Dugan, *continued from page 2*

Administration. She is also very involved with the community volunteering her time for many school and church activities.

Although Dodds-Dugan was required to demote during the business office consolidation process due to the abolishment of her position, she accepted the demotion with grace, poise and professionalism. She has continued on by creating and promoting teamwork and has helped and encouraged many affected staff during this consolidation. Her positive attitude in the face of personal setback has gained the respect and trust of her fellow team members. Her fine example of integrity, teamwork, inclusion and excellence in action has assisted the Kinross Complex facilities to achieve current consolidation goals and to identify future goals.

Due to Dodds-Dugan's excellent attitude, leadership and outstanding contributions she was recognized and presented with the department's 2006 Professional Excellence Award.



## Hession, *continued from page 2*

federal and state guidelines for fire safety. Your conduct clearly demonstrates you possess the knowledge, capability and desire for successful ventures."

Hession's life is about to change as he leaves his position on April 1, but don't tell him he's retiring.

"Retired? Never. I look forward to being 'repurposed,' he said. "I have some options to explore within the bedding industry or may venture off in a completely different direction. It'll be great just having the choices."

Those choices will be made a little bit later, however.

"Initially, my wife and I are going to take some time to travel a little," he said. "I plan on spending time working on my golf game and playing my guitars."

*Portions of Hession article reprinted by permission from the MSI Insider News.*

## MDOC is STILL Scrooge Free!

The good news stories of Corrections employees with the holiday spirit are still rolling in! Here are a few more examples of how you all brightened the lives of those in need.

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### **Newberry Correctional Facility/Camp Manistique**

What do 100 dozen cookies smell like? Check with the folks at Newberry Correctional Facility and Camp Manistique. For three years in a row, staff members there have done a "100 Dozen Cookies" charity raffle. This time around 20 of them each baked five dozen holiday cookies for the event, which resulted in more than \$700 being collected for area charities.

The bakers are School Secretary Dawn Badder; Deputy Warden Cathy Bauman; School Principal Jim Belles; C/Os George Blakely, Jerry Blankenship, Julie Burton and Mary Burton; Storekeeper Rick Cutrer; Sgt. Bill Davis; RUO Jerry Derusha; Warden's Secretary Jennifer Farley; Locksmith Ken Germain; RUO Duane Huyck; Food Service Steward Judy Major; Classification Director Nancy Marshall; Human Resources Developer Perry Mendenall; RUM Lynn Olson; Sgt. Lisa Parker; ADW Scott Sprader and Sgt. Dennis Wiertella. The facilities have also sponsored a Giving Tree for the past 10 years. Last year they provided about 50 children and senior citizens in need with Christmas gifts.



Pictured at right are some of the cookies along with three of the bakers (l.-r.): Classification Director Nancy Marshall; Locksmith Ken Germain and RUM Lynn Olson.

### **Muskegon**

The Muskegon Correctional Facility's Morale Committee organized the facility's annual Giving Tree. MCF Employees collected an abundance of gifts for two families this year. One family was a father and two children and the other was a mother with five children.

### **St. Louis/Mid-Michigan**

Staff at the St. Louis & Mid-Michigan Correctional facilities donated 6 boxes of toys and \$569 to Toys-for-Tots. All was collected via casual days.



A belated "Thank You" to the 2006 Central Route Law Enforcement Torch Run (LETR) team. Members were C/O Jeff Bidelman from ECF, RUO Nick Smith from JMF, Captain Carl White from ACF, Russ Cilibraise from Central Office FOA and C/O Eric Morgan from URF, co-captain of the team. You are all excellent runners and exceptional representatives of the department. Also, thanks to volunteer driver Laura Huttenlocker (retired MDOC) and to Mike Marutiak, Twyla Snow, Norma Killough and the staff at Alger Max for their support and assistance as we ran the hills of Munising.

**-C/O Marianne Hunsinger/YGR (Co-Captain)**

# MDOC Promotions Through December 30

**CORRECTIONS RESIDENT REP**

BONEVELLE, MARY E ALGER

**CORRECTIONS SECURITY INSPECTOR**

CONTRERAS, JEFFREY S ALGER

**CORRECTIONS SHIFT SUPV-1**

PEREZ, VERONICA R BELLAMY CREEK  
DOMINGUEZ, RICARDO L BELLAMY CREEK  
HENDERSON, JAMES C THUMB  
MILLER, GARY R THUMB  
WESTOVER, DAVID L THUMB

**CORRECTIONS SHIFT SUPV-2**

HARTZELL, RICHARD A MARQUETTE  
BRANCH, CLIFFORD OAKS

**CORRECTIONS SHIFT SUPV-3**

CURLEY, DONALD K NEWBERRY

**CORRECTIONS TRNSPRTATN OFCR-E**

ODOM-WILLIAMS, PHYNETHA C RIVERSIDE

**HUMAN RESOURCES MGR-3**

TISCHER, RICHARD K CENTRAL OFC

**PAROLE/PROBATION OFFICER-E**

MARTIN, LISA M FOA REGION III

**RESIDENT UNIT OFFICER-E**

KLINE, BENJAMIN D HURON VALLEY  
LADD, ROBERT W HURON VALLEY  
AMEND, TROY L HURON VALLEY  
RUSSELL, ROBERT D HURON VALLEY

**SECRETARY-E**

WELLS, ONA FOA REGION II

**SP ALTERNATIVE INCARC OFR-E**

ARMSTRONG, MATTHEW G COOPER ST



## Pies for Everyone!

Look out Charlie Brown, we have our own "Great Pumpkin!"

This whopper weighed 275 pounds and was grown by Chippewa Correctional Facility yard crew prison workers. Officer Dan Crimmon, shown here, supervises the garden. The pumpkin was raffled off among the staff to raise money to honor the memory of a former employee, Hearings Investigator Kevin Dalsky. Staff collected \$200, which was donated to an education fund for Dalsky's children.